



LAMPIRAN 1
DAFTAR PERTANYAAN

KUESIONER PENELITIAN

Identitas Responden

NAMA :
UMUR : TAHUN
PENDIDIKAN :
MASA KERJA : TAHUN
JENIS KELAMIN : L / P
STATUS : Menikah/ Lajang

Pedoman untuk menjawab :

Mohon menjawab pertanyaan yang telah dijabarkan dalam pernyataan-pernyataan dengan membubuhkan tanda “X” ditengah-tengah kotak yang tersedia, sesuai dengan pendapat penilaian atau persepsi pengalaman Bapak/ Ibu. Misal untuk menjawab pertanyaan berikut ini :

Dalam melaksanakan tugas saya selalu berkomunikasi dengan bagian lain.

Bila pendapat Bapak/ Ibu merasa setuju bahwa pernyataan tersebut sesuai dengan realita, maka beri tanda “X” seperti contoh berikut :

STS	TS	N	S	SS
1	2	3	4	<input checked="" type="checkbox"/>

Keterangan :

STS : Sangat Tidak Setuju (Skor 1)

TS : Tidak Setuju (Skor 2)

N : Netral (Skor 3)

S : Setuju (Skor 4)

SS : Setuju Sekali (Skor 5)

A. Disiplin

NO	PERNYATAAN	STS	TS	N	S	SS
1	Absensi kahadiran sangat penting dalam penegakan disiplin	1	2	3	4	5
2	Bapak/Ibu harus hadir tepat waktu di kantor setiap hari jam kerja	1	2	3	4	5
3	Pulang dari kantor harus sesuai dengan jam kantor	1	2	3	4	5
4	Dalam melaksanakan tugas-tugas harus dengan tanggung jawab dan sesuai dengan waktu yang ditentukan	1	2	3	4	5
5	Seragam kerja harus sesuai dengan hari yang telah ditentukan	1	2	3	4	5
6	Peraturan yang ditetapkan menjadikan motivasi dalam menyelesaikan tugas yang diberikan pimpinan	1	2	3	4	5
7	Sanksi pelanggaran bertujuan untuk membuat efek jera terhadap pelaku	1	2	3	4	5
8	Pelanggaran disiplin yang dilakukan pegawai sudah menurun setiap tahunnya	1	2	3	4	5

B. Budaya Organisasi

NO	PERNYATAAN	STS	TS	N	S	SS
1	Saya adalah bagian keluarga didalam organisasi ini	1	2	3	4	5
2	Saya selalu menjaga nama baik organisasi ini	1	2	3	4	5
3	Saya dekat denga rekan sekerja dalam satu kelompok atau dengan bagian lain di organisasi ini	1	2	3	4	5
4	Saya bekerja keras agar tujuan organisasi ini dapat tercapai	1	2	3	4	5
5	Keberhasilan organisasi ini jauh lebih penting dari pada keberhasilan perkelompok/ per bagian tertentu	1	2	3	4	5

NO	PERNYATAAN	STS	TS	N	S	SS
6	Saya mendapat dukungan dari seluruh rekan kerja	1	2	3	4	5
7	Dalam melaksanakan tugas saya selalu mendapat dukungan dari bagian lain	1	2	3	4	5
8	Dalam melaksanakan tugas saya selalu bekerjasama dengan kelompok lain	1	2	3	4	5
9	Dalam melaksanakan tugas saya selalu berkomunikasi dengan bagian lain	1	2	3	4	5
10	Hasil kerja secara kelompok lebih baik daripada kerja individu	1	2	3	4	5

C. Kepribadian

NO	PERNYATAAN	STS	TS	N	S	SS
1	Dalam menghadapi pekerjaan saya mudah cemas	1	2	3	4	5
2	Dalam menghadapi pekerjaan saya mudah depresi	1	2	3	4	5
3	Dalam menghadapi pekerjaan saya dapat mengendalikan diri	1	2	3	4	5
4	Saya mempunyai minat untuk berteman yang tinggi	1	2	3	4	5
5	Saya mempunyai aktivitas yang tinggi	1	2	3	4	5
6	Saya suka mencari kesenangan dengan rekan kerja saya	1	2	3	4	5
7	Saya mempunyai kemampuan imajinasi yang baik	1	2	3	4	5
8	Saya mudah emosional dengan orang lain	1	2	3	4	5
9	Saya mempunyai intelektual yang baik	1	2	3	4	5
10	Saya selalu dipercaya orang lain	1	2	3	4	5

NO	PERNYATAAN	STS	TS	N	S	SS
11	Saya mampu bekerjasama dengan rekan kerja saya	1	2	3	4	5
12	Saya sering bersikap rendah hati terhadap orang lain	1	2	3	4	5
13	Saya melaksanakan tugas dengan penuh rasa tanggungjawab	1	2	3	4	5
14	Saya memiliki keinginan berprestasi yang tinggi	1	2	3	4	5
15	Saya selalu bersikap disiplin dalam bekerja	1	2	3	4	5

D. Kinerja

NO	PERNYATAAN	STS	TS	N	S	SS
1	Saya mampu melaksanakan tugas sesuai standar	1	2	3	4	5
2	Saya mempunyai rencana kerja yang jelas	1	2	3	4	5
3	Saya melaksanakan tugas dengan penuh tanggung jawab, cermat dan sungguh-sungguh	1	2	3	4	5
4	Saya memiliki beban kerja yang sama sesuai bidangnya	1	2	3	4	5
5	Saya menyelesaikan pekerjaan sesuai target yang telah ditentukan	1	2	3	4	5
6	Saya menyelesaikan pekerjaan tepat waktu	1	2	3	4	5
7	Saya selalu hadir tepat waktu	1	2	3	4	5
8	Saya istirahat dan pulang kantor tepat waktu	1	2	3	4	5
9	Saya mampu bekerja sama dengan baik	1	2	3	4	5
10	Saya mampu menjalin komunikasi dengan baik	1	2	3	4	5



LAMPIRAN 2

HASIL TRAY OUT VALIDITAS DAN RELIABILITAS

DATA RESPONDEN
ANALISIS DISIPLIN, BUDAYA ORGANISASI DAN KEPERIBADIAN TERHADAP KINERJA PEGAWAI NEGERI SIPIL
DI SEKRETARIAT DAERAH KABUPATEN PATI

VARIABEL DISIPLIN

No	Usia	Jenis Kelamin	Golongan	masa kerja	Pendidikan	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	TOTAL X 1
1	3	1	5	2	1	5	4	4	4	2	5	3	4	31
2	3	2	3	2	2	4	2	2	1	2	4	2	3	20
3	3	1	5	2	1	5	3	4	3	4	3	3	3	28
4	1	1	5	2	1	5	4	4	4	4	5	4	5	35
5	4	2	5	2	1	5	4	4	4	5	5	5	5	37
6	4	2	5	2	1	5	4	4	4	3	5	3	4	32
7	3	1	5	2	1	5	3	4	4	2	5	3	5	31
8	2	2	6	2	3	3	2	2	2	2	3	2	2	18
9	3	1	5	1	3	5	3	3	3	3	5	4	5	31
10	4	1	2	2	1	3	2	3	3	2	3	1	2	19
11	4	2	5	2	1	5	4	4	4	4	5	4	3	33
12	2	1	5	2	1	5	4	5	5	4	5	4	5	37
13	2	2	5	2	2	5	4	5	5	4	5	5	5	38
14	1	2	1	1	1	5	4	5	5	4	5	4	5	37
15	3	1	3	1	2	5	4	5	5	4	5	4	5	37
16	1	2	1	1	1	5	4	5	5	4	5	4	5	37
17	2	1	4	1	3	5	5	4	5	5	5	5	4	38

18	3	1	6	2	3	5	3	4	4	3	5	4	5	33
19	1	1	5	2	1	5	4	4	4	4	5	4	5	35
20	2	1	6	1	4	5	4	3	4	3	5	5	5	34
21	1	1	6	1	3	4	3	4	4	3	4	4	3	29
22	2	1	5	1	3	5	4	3	4	3	5	5	5	34
23	4	2	5	1	4	5	4	3	4	2	5	5	5	33
24	2	2	5	1	4	4	3	4	4	2	4	3	3	27
25	4	2	6	2	2	5	4	4	4	5	5	5	5	37
26	4	1	6	2	2	5	5	3	5	4	5	4	5	36
27	4	1	5	2	3	5	4	5	4	4	5	5	5	37
28	1	1	5	2	1	5	4	4	4	5	5	5	5	37
29	2	2	4	1	3	5	5	5	4	5	5	4	5	38
30	2	1	5	1	3	5	4	5	4	4	5	4	4	35



DATA RESPONDEN

**ANALISIS DISIPLIN, BUDAYA ORGANISASI DAN KEPERIBADIAN TERHADAP PEGAWAI NEGERI SIPIL
DI SEKRETARIAT DAERAH KABUPATEN PATI**

VARIABEL BUDAYA ORGANISASI

No	Usia	Jenis Kelamin	Golongan	masa kerja	Pendidikan	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL X2
1	3	1	5	2	1	2	2	4	3	2	2	2	4	3	5	29
2	3	2	3	2	2	3	2	4	4	2	2	4	4	3	4	32
3	3	1	5	2	1	4	3	5	4	4	5	4	5	5	5	44
4	1	1	5	2	1	3	2	4	5	5	4	5	5	5	5	43
5	4	2	5	2	1	3	3	5	4	4	5	4	5	5	5	43
6	4	2	5	2	1	1	1	3	2	3	4	2	4	4	3	27
7	3	1	5	2	1	2	1	3	2	3	4	4	4	4	3	30
8	2	2	6	2	3	2	2	5	3	4	4	4	5	4	5	38
9	3	1	5	1	3	2	5	4	5	4	5	4	5	5	5	44
10	4	1	2	2	1	2	1	3	4	2	4	2	4	4	5	31
11	4	2	5	2	1	3	4	5	4	4	4	5	5	5	5	44
12	2	1	5	2	1	2	2	5	4	4	4	2	5	1	4	33
13	2	2	5	2	2	4	3	5	3	4	4	1	5	2	5	36
14	1	2	1	1	1	1	2	2	1	2	2	1	3	1	1	16
15	3	1	3	1	2	4	3	5	2	3	3	2	5	4	5	36
16	1	2	1	1	1	2	1	2	2	3	3	2	3	1	1	20
17	2	1	4	1	3	4	4	5	4	4	4	4	5	4	2	40
18	3	1	6	2	3	5	4	5	2	5	5	4	5	4	5	44
19	1	1	5	2	1	5	4	5	4	5	5	4	5	5	5	47
20	2	1	6	1	4	5	4	5	4	5	5	4	5	4	5	46

21	1	1	6	1	3	2	2	4	2	4	4	2	4	3	3	30
22	2	1	5	1	3	4	2	5	3	4	4	5	5	5	5	42
23	4	2	5	1	4	4	4	5	3	4	5	4	5	4	5	43
24	2	2	5	1	4	3	4	5	3	4	3	3	5	4	4	38
25	4	2	6	2	2	4	3	5	3	2	4	4	5	4	5	39
26	4	1	6	2	2	3	3	5	2	2	4	4	5	3	4	35
27	4	1	5	2	3	4	3	5	2	2	4	4	5	4	4	37
28	1	1	5	2	1	3	3	5	3	2	3	3	5	4	4	35
29	2	2	4	1	3	1	1	5	2	2	3	2	5	3	4	28
30	2	1	5	1	3	2	2	5	2	2	3	4	5	2	4	31



DATA RESPONDEN
ANALISIS DISIPLIN, BUDAYA ORAGNISASI DAN KEPRIBADIAN TERHADAP PEGAWAI NEGERI SIPIL
DI SEKRETARIAT DAERAH KABUPATEN PATI

VARIABEL KEPRIBADIAN

No	Usia	Jenis Kelamin	Gol	Masa kerja	Pend	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	TOTAL X3
1	3	1	5	2	1	1	2	3	3	2	2	5	2	3	4	4	4	5	4	5	49
2	3	2	3	2	2	1	3	2	2	2	1	4	1	3	2	4	3	4	2	5	39
3	3	1	5	2	1	1	3	4	2	3	1	4	1	4	1	4	4	4	3	4	43
4	1	1	5	2	1	2	3	4	2	3	2	5	2	4	4	4	4	5	4	5	53
5	4	2	5	2	1	1	3	3	1	3	2	5	1	4	4	4	3	5	5	4	48
6	4	2	5	2	1	1	2	3	2	2	1	3	1	3	1	2	3	3	4	4	35
7	3	1	5	2	1	2	1	2	2	3	2	4	2	4	2	2	4	4	4	5	43
8	2	2	6	2	3	2	4	5	4	4	2	5	2	5	2	5	5	5	5	4	59
9	3	1	5	1	3	1	1	1	1	1	1	3	1	4	3	1	4	3	3	4	32
10	4	1	2	2	1	2	2	2	3	2	2	4	2	3	2	4	2	4	3	5	42
11	4	2	5	2	1	1	2	4	3	3	1	4	1	4	2	4	4	4	3	4	44
12	2	1	5	2	1	2	3	5	4	3	2	5	2	4	4	5	4	5	5	5	58
13	2	2	5	2	2	3	4	5	3	4	2	5	3	5	5	5	5	5	5	5	64
14	1	2	1	1	1	3	3	4	4	3	3	5	3	4	4	5	4	5	5	5	60
15	3	1	3	1	2	1	1	2	2	2	1	4	1	3	3	4	2	4	4	3	37
16	1	2	1	1	1	1	1	4	2	2	1	4	1	3	3	4	4	4	4	3	41
17	2	1	4	1	3	3	1	4	2	3	3	5	3	4	4	4	4	5	4	5	54
18	3	1	6	2	3	2	4	4	5	4	3	5	3	5	4	5	4	5	5	5	63

19	1	1	5	2	1	2	1	2	2	3	3	4	3	4	3	4	3	4	4	5	47
20	2	1	6	1	4	2	1	4	2	2	2	4	2	3	3	4	2	4	4	3	42
21	1	1	6	1	3	2	3	4	4	3	2	5	2	4	4	4	5	5	4	5	56
22	2	1	5	1	3	3	3	4	4	3	3	5	3	4	4	4	4	5	4	5	58
23	4	2	5	1	4	2	3	4	4	3	2	5	2	4	4	4	4	5	5	5	56
24	2	2	5	1	4	1	3	4	4	2	1	4	1	3	2	2	2	4	4	3	40
25	4	2	6	2	2	2	3	4	4	3	2	4	2	4	4	4	4	4	4	4	52
26	4	1	6	2	2	2	3	2	4	3	2	5	2	4	4	4	3	5	3	4	50
27	4	1	5	2	3	1	1	1	1	1	1	4	1	2	2	1	1	4	2	3	26
28	1	1	5	2	1	1	1	1	2	2	1	5	1	3	4	3	4	3	3	3	37
29	2	2	4	1	3	2	3	4	4	3	3	5	2	4	4	4	4	5	4	5	56
30	2	1	5	1	3	2	3	3	4	3	3	5	2	4	4	4	5	5	5	5	57



DATA RESPONDEN
ANALISIS DISIPLIN, BUDAYA ORAGNISASI DAN KEPERIBADIAN TERHADAP PEGAWAI NEGERI SIPIL
DI SEKRETARIAT DAERAH KABUPATEN PATI

VARIABEL KINERJA																
No	Usia	Jenis Kelamin	Golongan	Masa kerja	Pendidikan	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL Y
1	3	1	5	2	1	2	4	3	3	3	3	3	3	3	4	31
2	3	2	3	2	2	4	2	4	3	4	3	3	3	4	3	33
3	3	1	5	2	1	2	4	3	2	3	3	2	2	3	3	27
4	1	1	5	2	1	3	4	3	4	4	4	3	3	3	3	34
5	4	2	5	2	1	2	3	3	3	3	4	3	3	3	3	30
6	4	2	5	2	1	4	2	3	3	2	3	4	4	3	3	31
7	3	1	5	2	1	4	4	3	3	3	2	3	4	3	3	32
8	2	2	6	2	3	4	4	3	4	3	2	3	3	3	3	32
9	3	1	5	1	3	2	3	2	3	4	3	3	4	3	3	30
10	4	1	2	2	1	4	2	4	3	3	3	2	2	2	4	29
11	4	2	5	2	1	4	4	3	3	4	4	4	4	4	3	37
12	2	1	5	2	1	3	4	4	3	4	4	2	4	4	4	36
13	2	2	5	2	2	3	4	5	4	4	4	4	4	4	4	40
14	1	2	1	1	1	4	4	3	3	4	3	3	3	4	4	35
15	3	1	3	1	2	4	4	4	4	4	3	4	4	4	4	39
16	1	2	1	1	1	4	4	5	4	4	2	4	4	4	4	39
17	2	1	4	1	3	4	5	4	4	5	4	3	4	4	5	42
18	3	1	6	2	3	4	4	5	4	5	4	4	4	4	4	42

19	1	1	5	2	1	4	4	5	5	4	4	3	4	4	4	41
20	2	1	6	1	4	4	4	4	4	3	4	4	4	4	5	40
21	1	1	6	1	3	4	4	5	5	5	3	4	4	5	4	43
22	2	1	5	1	3	4	4	4	4	4	4	4	4	4	4	40
23	4	2	5	1	4	4	4	5	4	4	4	4	4	4	3	40
24	2	2	5	1	4	4	5	4	3	5	5	3	3	4	4	40
25	4	2	6	2	2	5	5	4	4	5	4	4	4	5	3	43
26	4	1	6	2	2	5	5	4	5	3	5	5	5	4	5	46
27	4	1	5	2	3	4	4	5	4	4	4	3	3	4	4	39
28	1	1	5	2	1	4	4	5	4	5	5	5	5	5	5	47
29	2	2	4	1	3	4	5	4	5	4	4	4	4	4	5	43
30	2	1	5	1	3	5	5	4	5	4	4	3	3	4	4	41



UJI VALIDITAS DAN RELIABILITAS VARIABEL DISIPLIN

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.774
Bartlett's Test of Sphericity	Approx. Chi-Square	193.909
	df	28
	Sig.	.000

Component Matrix^a

	Component
	1
X1.1	.889
X1.2	.894
X1.3	.676
X1.4	.817
X1.5	.722
X1.6	.875
X1.7	.845
X1.8	.854

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Case Processing Summary

		N	%
Cases	Valid	30	14.2
	Excluded ^a	182	85.8
	Total	212	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.921	.931	8

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.77	.568	30
X1.2	3.70	.794	30
X1.3	3.93	.868	30
X1.4	3.97	.890	30
X1.5	3.50	1.042	30
X1.6	4.70	.651	30
X1.7	3.90	1.029	30
X1.8	4.33	.994	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	28.03	26.033	.835	.799	.910
X1.2	29.10	23.955	.851	.843	.902
X1.3	28.87	25.154	.608	.691	.921
X1.4	28.83	23.799	.761	.790	.909
X1.5	29.30	23.459	.659	.696	.919
X1.6	28.10	25.472	.807	.832	.909
X1.7	28.90	22.507	.782	.717	.908
X1.8	28.47	22.878	.771	.798	.908

UJI VALIDITAS DAN RELIABILITAS VARIABEL BUDAYA ORGANISASI

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.787
Bartlett's Test of Sphericity	Approx. Chi-Square	187.999
	df	45
	Sig.	.000

Component Matrix ^a		
	Component	
	1	2
X2.1	.752	-.116
X2.2	.740	-.052
X2.3	.769	-.577
X2.4	.621	.380
X2.5	.647	.507
X2.6	.735	.376
X2.7	.707	.129
X2.8	.852	-.410
X2.9	.754	.221
X2.10	.753	-.239
Extraction Method: Principal Component Analysis.		
a. 2 components extracted.		

Case Processing Summary			
		N	%
Cases	Valid	30	14.2
	Excluded ^a	182	85.8
	Total	212	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.897	.905	10

Item Statistics			
	Mean	Std. Deviation	N
X2.1	2.97	1.189	30
X2.2	2.67	1.124	30
X2.3	4.43	.935	30
X2.4	3.03	1.033	30
X2.5	3.33	1.093	30
X2.6	3.83	.913	30
X2.7	3.30	1.179	30
X2.8	4.67	.606	30
X2.9	3.63	1.217	30
X2.10	4.17	1.177	30

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	33.07	46.064	.676	.633	.884
X2.2	33.37	46.930	.661	.570	.885
X2.3	31.60	48.869	.660	.922	.886
X2.4	33.00	49.241	.556	.489	.892
X2.5	32.70	48.424	.576	.561	.891
X2.6	32.20	48.924	.675	.638	.885
X2.7	32.73	46.754	.635	.561	.887
X2.8	31.37	51.206	.784	.930	.885
X2.9	32.40	45.490	.695	.655	.883
X2.10	31.87	46.395	.661	.664	.885

UJI VALIDITAS DAN RELIABILITAS VARIABEL KEPERIBADIAN

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.809
Bartlett's Test of Sphericity	Approx. Chi-Square
	377.335
	df
	105
	Sig.
	.000

Component Matrix ^a			
	Component		
	1	2	3
X3.1	.786	-.412	.155
X3.2	.692	.501	-.063
X3.3	.694	.469	
X3.4	.709	.220	-.129
X3.5	.879	.247	.180
X3.6	.798	-.486	.061
X3.7	.785	-.090	-.461
X3.8	.804	-.476	.167
X3.9	.798	.219	.401
X3.10	.657	-.335	-.381
X3.11	.775	.171	-.202
X3.12	.660	.250	.337
X3.13	.849		-.329
X3.14	.734	.143	-.057
X3.15	.683	-.286	.367
Extraction Method: Principal Component Analysis.			
a. 3 components extracted.			

Case Processing Summary

		N	%
Cases	Valid	30	14.2
	Excluded ^a	182	85.8
	Total	212	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.937	.946	15

Item Statistics

	Mean	Std. Deviation	N
X3.1	1.73	.691	30
X3.2	2.37	1.033	30
X3.3	3.27	1.202	30
X3.4	2.87	1.137	30
X3.5	2.67	.758	30
X3.6	1.90	.759	30
X3.7	4.47	.629	30
X3.8	1.83	.747	30
X3.9	3.73	.691	30
X3.10	3.20	1.064	30
X3.11	3.73	1.081	30
X3.12	3.60	1.003	30
X3.13	4.40	.675	30
X3.14	3.93	.868	30
X3.15	4.33	.802	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X3.1	46.30	86.217	.727	.859	.933
X3.2	45.67	82.575	.660	.785	.934
X3.3	44.77	80.392	.659	.791	.935
X3.4	45.17	80.971	.673	.644	.934
X3.5	45.37	83.620	.854	.921	.929
X3.6	46.13	85.223	.730	.860	.932
X3.7	43.57	86.875	.748	.893	.933
X3.8	46.20	85.269	.740	.919	.932
X3.9	44.30	85.734	.767	.904	.932
X3.10	44.83	83.523	.585	.747	.936
X3.11	44.30	80.562	.737	.681	.932
X3.12	44.43	83.702	.617	.791	.935
X3.13	43.63	85.413	.815	.880	.931
X3.14	44.10	84.162	.698	.655	.933
X3.15	43.70	86.217	.616	.753	.935

UJI VALIDITAS DAN RELIABILITAS VARIABEL KINERJA

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.797
Bartlett's Test of Sphericity	Approx. Chi-Square
	139.060
	df
	45
	Sig.
	.000

Component Matrix ^a		
Component		
	1	2
Y1	.639	-.248
Y2	.635	.377
Y3	.716	.096
Y4	.781	-.159
Y5	.638	.540
Y6	.592	.336
Y7	.719	-.551
Y8	.710	-.468
Y9	.861	.117
Y10	.653	.091
Extraction Method: Principal Component Analysis.		
a. 2 components extracted.		

Case Processing Summary			
		N	%
Cases	Valid	30	14.2
	Excluded ^a	182	85.8
	Total	212	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.878	.881	10

Item Statistics

	Mean	Std. Deviation	N
Y1	3.73	.828	30
Y2	3.93	.828	30
Y3	3.90	.845	30
Y4	3.73	.785	30
Y5	3.87	.776	30
Y6	3.60	.814	30
Y7	3.43	.774	30
Y8	3.63	.718	30
Y9	3.77	.679	30
Y10	3.80	.714	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1	33.67	23.816	.541	.419	.872
Y2	33.47	23.775	.546	.519	.871
Y3	33.50	23.086	.624	.603	.865
Y4	33.67	22.920	.710	.622	.858
Y5	33.53	24.120	.544	.631	.871
Y6	33.80	24.166	.505	.345	.874
Y7	33.97	23.620	.618	.711	.865
Y8	33.77	24.047	.611	.675	.866
Y9	33.63	23.137	.807	.790	.853
Y10	33.60	24.317	.574	.445	.869



LAMPIRAN 3

DATA VARIABEL INPUT HASIL JAWABAN RESPONDEN

DATA RESPONDEN
ANALISIS DISIPLIN, BUDAYA ORGANISASI DAN KEPRIBADIAN TERHADAP KINERJA PEGAWAI NEGERI SIPIL
DI SEKRETARIAT DAERAH KABUPATEN PATI

VARIABEL DISIPLIN

No	Usia	Jenis Kelamin	Golongan	masa kerja	Pendidikan	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	TOTAL X 1
1	3	1	5	2	1	5	4	4	4	2	5	3	4	31
2	3	2	3	2	2	4	2	2	1	2	4	2	3	20
3	3	1	5	2	1	5	3	4	3	4	3	3	3	28
4	1	1	5	2	1	5	4	4	4	4	5	4	5	35
5	4	2	5	2	1	5	4	4	4	5	5	5	5	37
6	4	2	5	2	1	5	4	4	4	3	5	3	4	32
7	3	1	5	2	1	5	3	4	4	2	5	3	5	31
8	2	2	6	2	3	3	2	2	2	2	3	2	2	18
9	3	1	5	1	3	5	3	3	3	3	5	4	5	31
10	4	1	2	2	1	3	2	3	3	2	3	1	2	19
11	4	2	5	2	1	5	4	4	4	4	5	4	3	33
12	2	1	5	2	1	5	4	5	5	4	5	4	5	37
13	2	2	5	2	2	5	4	5	5	4	5	5	5	38
14	1	2	1	1	1	5	4	5	5	4	5	4	5	37
15	3	1	3	1	2	5	4	5	5	4	5	4	5	37
16	1	2	1	1	1	5	4	5	5	4	5	4	5	37
17	2	1	4	1	3	5	5	4	5	5	5	5	4	38

[illegible]

43	3	2	5	2	1	5	4	4	4	4	5	5	4	35
44	1	2	1	1	1	4	4	4	5	4	4	5	5	35
45	2	2	1	1	1	5	4	4	4	5	5	5	5	37
46	3	1	4	1	3	5	5	5	4	5	5	4	4	37
47	1	1	5	1	3	4	5	4	4	5	4	4	5	35
48	1	2	5	1	3	5	4	4	4	4	5	4	5	35
49	1	2	5	1	3	5	4	4	5	5	5	4	4	36
50	1	1	5	1	3	5	5	5	5	5	5	4	4	38
51	4	1	3	3	1	5	4	4	4	4	5	4	4	34
52	2	2	1	3	1	5	4	3	4	4	5	4	5	34
53	4	2	5	3	1	5	4	3	4	4	4	5	5	34
54	4	1	3	3	1	5	4	4	4	4	4	4	4	33
55	3	2	1	3	1	5	4	4	4	5	4	3	4	33
56	3	1	6	2	3	5	3	4	4	4	5	4	5	34
57	3	2	5	2	1	4	3	2	4	3	4	2	5	27
58	1	2	6	2	3	4	4	1	4	4	4	3	4	28
59	3	1	6	2	3	5	4	4	4	4	5	4	5	35
60	2	1	6	2	3	5	4	4	4	3	5	5	4	34
61	4	1	6	2	3	3	3	1	2	3	3	4	4	23
62	1	1	6	2	3	4	4	2	2	4	4	4	5	29
63	4	1	1	2	1	5	5	2	5	5	5	5	4	36
64	2	2	6	2	3	3	4	3	1	5	3	3	4	26
65	4	1	5	2	1	4	3	2	4	2	4	3	5	27
66	4	1	6	2	3	4	4	2	4	4	4	3	4	29
67	1	2	5	2	1	5	4	4	5	4	5	5	5	37

68	2	1	5	2	1	5	5	5	5	5	5	5	5	40
69	4	2	3	2	2	5	4	4	5	4	5	5	5	37
70	4	1	1	2	1	4	3	3	4	2	4	4	3	27
71	2	2	4	2	3	4	3	3	4	4	4	4	3	29
72	1	1	6	2	3	5	4	4	4	4	5	4	5	35
73	3	1	1	2	1	5	5	4	5	4	5	5	5	38
74	4	1	1	1	1	4	4	3	4	3	4	4	5	31
75	2	1	5	1	3	4	3	3	4	3	4	4	3	28
76	2	1	2	1	1	5	4	4	4	5	5	4	5	36
77	1	2	6	1	3	5	4	4	4	4	5	4	5	35
78	1	2	1	1	3	5	4	4	4	4	5	5	5	36
79	3	2	5	1	3	4	3	2	2	2	4	4	3	24
80	4	1	4	2	1	4	4	4	4	4	4	4	4	32
81	4	1	5	2	1	5	4	4	5	4	5	4	5	36
82	2	1	4	2	1	5	3	4	3	3	5	4	4	31
83	3	1	2	2	1	5	4	3	4	4	5	4	5	34
84	1	1	1	2	1	5	3	3	4	4	5	3	4	31
85	3	1	1	2	1	5	3	3	4	4	5	4	4	32
86	3	1	1	2	1	5	3	3	3	3	5	4	4	30
87	2	1	2	2	3	5	3	3	3	2	5	3	4	28
88	1	1	5	2	1	5	3	3	3	4	5	2	4	29
89	4	2	2	2	3	5	3	3	3	2	5	4	4	29
90	1	1	1	2	1	5	3	3	4	3	5	4	4	31
91	3	2	5	2	1	4	2	4	4	4	4	5	5	32
92	2	1	2	2	1	4	2	3	4	2	4	4	4	27

93	2	1	2	2	1	5	4	4	2	3	5	4	5	32
94	4	1	1	2	1	5	4	4	4	4	5	4	4	34
95	3	1	4	2	3	5	4	4	4	4	5	4	5	35
96	2	1	1	2	1	5	4	4	4	3	5	4	5	34
97	2	2	5	2	1	3	1	4	2	4	3	4	3	24
98	2	2	4	2	3	5	4	3	5	4	5	4	5	35
99	2	2	4	2	3	3	2	4	4	2	4	2	4	25
100	2	1	1	2	1	5	4	4	4	5	5	4	5	36
101	1	1	1	1	3	5	4	3	4	3	5	4	5	33
102	1	2	1	1	3	3	3	4	3	3	4	5	5	30
103	1	1	1	1	1	5	4	4	4	4	5	4	5	35
104	4	1	1	1	1	5	4	5	4	5	5	4	5	37
105	3	1	1	1	1	5	4	4	5	4	5	4	5	36



DATA RESPONDEN
ANALISIS DISIPLIN, BUDAYA ORGANISASI DAN KEPERIBADIAN TERHADAP PEGAWAI NEGERI SIPIL
DI SEKRETARIAT DAERAH KABUPATEN PATI

VARIABEL BUDAYA ORGANISASI

No	Usia	Jenis Kelamin	Golongan	masa kerja	Pendidikan	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL X2
1	3	1	5	2	1	2	2	4	3	2	2	2	4	3	5	29
2	3	2	3	2	2	3	2	4	4	2	2	4	4	3	4	32
3	3	1	5	2	1	4	3	5	4	4	5	4	5	5	5	44
4	1	1	5	2	1	3	2	4	5	5	4	5	5	5	5	43
5	4	2	5	2	1	3	3	5	4	4	5	4	5	5	5	43
6	4	2	5	2	1	1	1	3	2	3	4	2	4	4	3	27
7	3	1	5	2	1	2	1	3	2	3	4	4	4	4	3	30
8	2	2	6	2	3	2	2	5	3	4	4	4	5	4	5	38
9	3	1	5	1	3	2	5	4	5	4	5	4	5	5	5	44
10	4	1	2	2	1	2	1	3	4	2	4	2	4	4	5	31
11	4	2	5	2	1	3	4	5	4	4	4	5	5	5	5	44
12	2	1	5	2	1	2	2	5	4	4	4	2	5	1	4	33
13	2	2	5	2	2	4	3	5	3	4	4	1	5	2	5	36
14	1	2	1	1	1	1	2	2	1	2	2	1	3	1	1	16
15	3	1	3	1	2	4	3	5	2	3	3	2	5	4	5	36
16	1	2	1	1	1	2	1	2	2	3	3	2	3	1	1	20
17	2	1	4	1	3	4	4	5	4	4	4	4	5	4	2	40
18	3	1	6	2	3	5	4	5	2	5	5	4	5	4	5	44

19	1	1	5	2	1	5	4	5	4	5	5	4	5	5	5	47
20	2	1	6	1	4	5	4	5	4	5	5	4	5	4	5	46
21	1	1	6	1	3	2	2	4	2	4	4	2	4	3	3	30
22	2	1	5	1	3	4	2	5	3	4	4	5	5	5	5	42
23	4	2	5	1	4	4	4	5	3	4	5	4	5	4	5	43
24	2	2	5	1	4	3	4	5	3	4	3	3	5	4	4	38
25	4	2	6	2	2	4	3	5	3	2	4	4	5	4	5	39
26	4	1	6	2	2	3	3	5	2	2	4	4	5	3	4	35
27	4	1	5	2	3	4	3	5	2	2	4	4	5	4	4	37
28	1	1	5	2	1	3	3	5	3	2	3	3	5	4	4	35
29	2	2	4	1	3	1	1	5	2	2	3	2	5	3	4	28
30	2	1	5	1	3	2	2	5	2	2	3	4	5	2	4	31
31	2	2	4	1	3	2	1	5	2	2	3	1	5	4	4	29
32	1	1	5	1	4	3	4	3	2	4	3	2	4	5	5	35
33	1	2	4	1	2	3	4	5	3	4	4	4	5	4	5	41
34	1	1	5	2	1	4	3	5	3	5	4	5	5	4	5	43
35	3	2	2	2	1	4	4	5	4	4	5	4	5	4	5	44
36	2	2	1	2	3	4	3	5	4	3	5	4	5	4	5	42
37	1	1	1	2	3	2	4	5	4	5	4	4	5	5	5	43
38	2	1	6	1	3	4	5	5	4	4	4	5	5	5	5	46
39	2	1	1	1	1	3	3	5	4	5	4	5	5	4	5	43
40	4	1	5	2	1	3	5	5	3	5	4	4	5	4	4	42
41	4	2	5	2	1	3	4	5	3	4	5	4	5	5	5	43
42	4	2	5	2	1	4	2	5	4	5	5	4	5	5	5	44
43	3	2	5	2	1	3	2	5	3	4	4	4	5	4	5	39

44	1	2	1	1	1	2	1	4	3	2	4	3	4	2	5	30
45	2	2	1	1	1	4	1	4	4	1	4	4	4	3	4	33
46	3	1	4	1	3	4	2	5	4	4	4	4	5	4	5	41
47	1	1	5	1	3	2	1	5	4	4	4	3	5	5	5	38
48	1	2	5	1	3	2	2	4	4	1	2	4	4	4	4	31
49	1	2	5	1	3	2	2	4	4	2	2	4	4	4	5	33
50	1	1	5	1	3	5	4	5	4	1	5	5	5	5	4	43
51	4	1	3	3	1	2	1	2	4	2	1	5	3	3	4	27
52	2	2	1	3	1	4	2	4	3	2	4	3	4	4	1	31
53	4	2	5	3	1	4	4	5	4	4	4	5	5	4	5	44
54	4	1	3	3	1	4	4	5	4	5	5	4	5	4	5	45
55	3	2	1	3	1	4	4	5	4	4	4	5	5	5	5	45
56	3	1	6	2	3	4	4	4	2	1	2	1	4	4	2	28
57	3	2	5	2	1	4	4	4	4	4	4	4	5	4	5	42
58	1	2	6	2	3	2	4	5	4	4	4	2	5	3	4	37
59	3	1	6	2	3	2	1	4	2	1	1	1	4	2	2	20
60	2	1	6	2	3	2	2	5	3	4	3	4	3	3	4	33
61	4	1	6	2	3	4	4	5	4	4	4	5	5	4	5	44
62	1	1	6	2	3	4	3	5	4	5	4	4	5	4	5	43
63	4	1	1	2	1	5	4	5	4	5	4	4	5	4	5	45
64	2	2	6	2	3	5	5	5	5	4	4	5	5	5	4	47
65	4	1	5	2	1	4	3	5	2	4	4	2	5	4	5	38
66	4	1	6	2	3	4	4	5	4	4	4	4	5	4	5	43
67	1	2	5	2	1	4	4	5	4	3	5	1	5	5	5	41
68	2	1	5	2	1	4	1	4	3	4	4	2	4	4	2	32

69	4	2	3	2	2	4	4	5	4	4	4	3	5	5	5	43
70	4	1	1	2	1	4	4	5	4	3	3	2	5	5	5	40
71	2	2	4	2	3	3	2	5	3	3	3	2	5	4	4	34
72	1	1	6	2	3	3	2	4	2	4	3	4	4	5	4	35
73	3	1	1	2	1	4	2	4	3	3	4	2	4	4	4	34
74	4	1	1	1	1	2	4	5	3	4	2	2	5	4	5	36
75	2	1	5	1	3	2	2	5	2	4	4	4	5	4	4	36
76	2	1	2	1	1	4	4	5	2	4	4	4	5	4	5	41
77	1	2	6	1	3	4	4	5	2	4	4	4	5	4	5	41
78	1	2	1	1	3	4	4	2	1	4	2	4	2	4	2	29
79	3	2	5	1	3	2	4	5	4	4	5	5	5	5	4	43
80	4	1	4	2	1	2	1	1	1	4	2	2	4	3	4	24
81	4	1	5	2	1	4	4	5	4	4	4	5	5	5	4	44
82	2	1	4	2	1	4	2	5	4	3	4	5	5	5	4	41
83	3	1	2	2	1	4	5	5	5	5	5	4	5	5	5	48
84	1	1	1	2	1	4	4	5	4	4	4	5	5	5	5	45
85	3	1	1	2	1	5	4	5	5	5	4	5	5	5	4	46
86	3	1	1	2	1	4	5	5	5	4	5	5	5	4	4	46
87	2	1	2	2	3	5	4	5	4	5	5	4	5	5	5	47
88	1	1	5	2	1	4	4	5	4	5	4	5	5	5	4	45
89	4	2	2	2	3	4	5	5	5	5	5	5	5	5	5	49
90	1	1	1	2	1	4	5	5	4	4	4	4	5	5	5	45
91	3	2	5	2	1	4	4	5	4	5	4	5	5	5	5	46
92	2	1	2	2	1	3	4	5	5	5	4	5	5	5	5	46
93	2	1	2	2	1	4	2	5	4	4	5	4	5	4	5	42

94	4	1	1	2	1	4	3	5	4	4	3	5	4	5	4	41
95	3	1	4	2	3	5	5	5	4	5	4	5	5	4	5	47
96	2	1	1	2	1	4	5	5	5	4	5	5	5	5	5	48
97	2	2	5	2	1	5	5	5	5	5	4	5	5	4	5	48
98	2	2	4	2	3	4	4	5	5	4	4	4	5	5	5	45
99	2	2	4	2	3	5	5	5	5	5	5	5	5	5	5	50
100	2	1	1	2	1	5	5	5	4	5	5	5	5	5	5	49
101	1	1	1	1	3	4	5	5	4	5	5	4	5	4	5	46
102	1	2	1	1	3	5	4	5	5	5	4	5	5	5	5	48
103	1	1	1	1	1	5	5	5	5	5	4	5	5	5	4	48
104	4	1	1	1	1	5	4	5	5	5	5	5	5	5	5	49
105	3	1	1	1	1	5	5	5	5	5	5	5	5	5	5	50



DATA RESPONDEN																					
ANALISIS DISIPLIN, BUDAYA ORAGNISASI DAN KEPRIBADIAN TERHADAP PEGAWAI NEGERI SIPIL																					
DI SEKRETARIAT DAERAH KABUPATEN PATI																					
VARIABEL KEPRIBADIAN																					
No	Usia	Jenis Kelamin	Golongan	Masa kerja	Pendidikan	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	TOTAL X3
1	3	1	5	2	1	1	2	3	3	2	2	5	2	3	4	4	4	5	4	5	49
2	3	2	3	2	2	1	3	2	2	2	1	4	1	3	2	4	3	4	2	5	39
3	3	1	5	2	1	1	3	4	2	3	1	4	1	4	1	4	4	4	3	4	43
4	1	1	5	2	1	2	3	4	2	3	2	5	2	4	4	4	4	5	4	5	53
5	4	2	5	2	1	1	3	3	1	3	2	5	1	4	4	4	3	5	5	4	48
6	4	2	5	2	1	1	2	3	2	2	1	3	1	3	1	2	3	3	4	4	35
7	3	1	5	2	1	2	1	2	2	3	2	4	2	4	2	2	4	4	4	5	43
8	2	2	6	2	3	2	4	5	4	4	2	5	2	5	2	5	5	5	5	4	59
9	3	1	5	1	3	1	1	1	1	1	1	3	1	4	3	1	4	3	3	4	32
10	4	1	2	2	1	2	2	2	3	2	2	4	2	3	2	4	2	4	3	5	42
11	4	2	5	2	1	1	2	4	3	3	1	4	1	4	2	4	4	4	3	4	44
12	2	1	5	2	1	2	3	5	4	3	2	5	2	4	4	5	4	5	5	5	58
13	2	2	5	2	2	3	4	5	3	4	2	5	3	5	5	5	5	5	5	5	64
14	1	2	1	1	1	3	3	4	4	3	3	5	3	4	4	5	4	5	5	5	60
15	3	1	3	1	2	1	1	2	2	2	1	4	1	3	3	4	2	4	4	3	37
16	1	2	1	1	1	1	1	4	2	2	1	4	1	3	3	4	4	4	4	3	41
17	2	1	4	1	3	3	1	4	2	3	3	5	3	4	4	4	4	5	4	5	54
18	3	1	6	2	3	2	4	4	5	4	3	5	3	5	4	5	4	5	5	5	63
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22	2	1	5	1	3	3	3	4	4	3	3	5	3	4	4	4	4	5	4	5	58
23	4	2	5	1	4	2	3	4	4	3	2	5	2	4	4	4	4	5	5	5	56

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27	4	1	5	2	3	1	1	1	1	1	1	4	1	2	2	1	1	4	2	3	26
28	1	1	5	2	1	1	1	1	2	2	1	5	1	3	4	3	4	3	3	3	37
29	2	2	4	1	3	2	3	4	4	3	3	5	2	4	4	4	4	5	4	5	56
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33	1	2	4	1	2	2	1	1	2	1	1	3	2	2	2	2	2	3	2	2	28
34	1	1	5	2	1	2	2	4	3	2	2	5	2	3	3	3	3	5	4	5	48
35	3	2	2	2	1	1	1	2	1	1	1	3	1	2	3	3	2	3	1	2	27
36	2	2	1	2	3	2	3	4	4	3	2	5	2	4	4	4	4	5	4	3	53
37	1	1	1	2	3	3	3	5	4	3	3	5	3	4	5	5	4	5	4	5	61
38	2	1	6	1	3	2	3	5	4	3	2	5	2	4	5	5	4	5	5	5	59
39	2	1	1	1	1	2	3	5	4	3	2	5	2	4	5	5	4	5	4	5	58
40	4	1	5	2	1	2	2	4	3	3	2	5	2	4	5	5	4	5	4	5	55
41	4	2	5	2	1	2	3	5	4	3	2	5	2	4	5	5	4	5	4	5	58
42	4	2	5	2	1	3	4	5	5	4	3	5	3	5	4	5	5	5	5	4	65
43	3	2	5	2	1	3	2	4	3	2	2	5	3	3	4	4	3	5	4	5	52
44	1	2	1	1	1	3	3	4	4	3	2	5	3	4	4	4	4	5	4	5	57
45	2	2	1	1	1	3	3	4	4	3	3	5	3	4	3	4	3	5	5	5	57
46	3	1	4	1	3	2	1	4	2	2	2	4	2	3	4	4	3	4	4	3	44
47	1	1	5	1	3	2	3	4	4	3	2	5	2	4	3	4	3	5	5	5	54
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49	1	2	5	1	3	1	3	2	2	2	1	4	1	3	4	4	2	4	3	3	39
50	1	1	5	1	3	2	2	4	2	3	2	5	2	4	4	4	5	5	5	5	54
51	4	1	3	3	1	2	3	4	4	3	2	5	2	4	4	5	4	5	4	5	56
52	2	2	1	3	1	2	3	3	4	2	2	5	2	3	4	3	3	5	4	4	49
53	4	2	5	3	1	1	2	4	3	3	1	5	1	4	3	4	4	5	4	5	49

54	4	1	3	3	1	2	2	3	3	2	2	5	2	3	3	4	4	5	3	4	47
55	3	2	1	3	1	2	2	4	3	2	2	5	2	3	3	4	4	5	4	4	49
56	3	1	6	2	3	2	2	3	3	2	2	5	2	3	3	3	3	5	4	4	46
57	3	2	5	2	1	3	1	2	2	2	3	5	3	3	3	3	2	5	3	4	44
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60	2	1	6	2	3	2	2	3	1	2	3	5	1	3	3	4	3	5	4	4	45
61	4	1	6	2	3	2	2	3	1	1	1	4	1	2	4	4	4	4	5	5	43
62	1	1	6	2	3	2	1	4	2	1	2	4	2	2	3	4	2	4	4	4	41
63	4	1	1	2	1	2	1	3	4	1	2	5	2	4	4	2	3	5	4	5	47
64	2	2	6	2	3	2	2	3	3	3	2	5	2	4	4	4	4	5	4	4	51
65	4	1	5	2	1	2	2	4	4	1	2	5	2	4	4	4	4	5	4	5	52
66	4	1	6	2	3	2	2	4	4	1	2	5	2	4	4	4	3	5	4	5	51
67	1	2	5	2	1	1	1	4	4	1	1	3	1	1	4	2	4	3	4	3	37
68	2	1	5	2	1	2	2	1	4	2	2	5	2	4	3	5	4	5	4	5	50
69	4	2	3	2	2	2	2	1	3	2	2	3	2	2	4	4	2	4	2	4	39
70	4	1	1	2	1	2	3	4	4	3	2	5	2	4	4	4	5	5	4	5	56
71	2	2	4	2	3	2	1	3	1	1	2	5	2	4	3	4	3	5	4	5	45
72	1	1	6	2	3	2	3	4	4	2	2	3	2	3	4	3	3	4	5	5	49
73	3	1	1	2	1	3	3	4	4	3	3	5	3	4	4	4	4	5	4	5	58
74	4	1	1	1	1	2	2	4	3	3	2	5	2	4	5	4	5	5	4	5	55
75	2	1	5	1	3	2	3	4	4	3	2	5	2	4	4	5	4	5	4	5	56
76	2	1	2	1	1	3	2	5	3	4	3	5	3	5	3	5	4	5	4	5	59
77	1	2	6	1	3	3	3	3	4	3	3	5	3	4	5	4	4	5	5	5	59
78	1	2	1	1	3	2	4	4	5	3	2	5	3	4	4	4	5	5	5	5	60
79	3	2	5	1	3	2	2	4	3	4	2	5	2	5	5	4	5	5	4	5	57
80	4	1	4	2	1	2	4	4	5	3	3	5	3	4	5	4	4	5	4	4	59
81	4	1	5	2	1	2	3	4	4	3	2	5	2	4	4	5	4	5	5	5	57
82	2	1	4	2	1	3	2	5	3	3	4	5	3	4	5	5	4	5	5	5	61
83	3	1	2	2	1	2	4	5	5	3	2	5	2	4	2	4	5	5	4	5	57

84	1	1	1	2	1	2	4	4	5	3	2	5	2	4	4	3	5	5	5	5	58
85	3	1	1	2	1	2	3	5	4	4	2	5	2	5	5	5	5	5	4	4	60
86	3	1	1	2	1	2	3	5	4	4	2	5	1	5	5	5	4	5	5	5	60
87	2	1	2	2	3	2	4	5	5	4	2	5	2	5	5	5	5	5	5	4	63
88	1	1	5	2	1	2	4	4	5	3	2	5	2	4	4	4	5	5	5	5	59
89	4	2	2	2	3	2	4	4	5	3	2	5	2	4	4	4	4	5	4	5	57
90	1	1	1	2	1	4	2	5	4	2	3	5	3	5	5	5	5	5	4	4	61
91	3	2	5	2	1	2	2	4	4	2	2	5	2	5	5	5	5	5	5	4	57
92	2	1	2	2	1	4	2	5	4	2	3	5	3	5	5	5	5	5	5	5	63
93	2	1	2	2	1	2	4	4	5	1	2	5	2	4	4	4	4	5	5	4	55
94	4	1	1	2	1	2	4	4	5	1	2	4	2	4	4	5	5	4	5	5	56
95	3	1	4	2	3	2	2	4	4	2	1	5	1	4	4	4	5	5	5	5	53
96	2	1	1	2	1	2	2	5	4	2	3	5	1	5	5	4	5	5	4	4	56
97	2	2	5	2	1	2	2	4	4	2	2	4	2	5	4	4	5	4	4	5	53
98	2	2	4	2	3	2	2	3	4	2	2	5	2	4	4	4	4	5	4	5	52
99	2	2	4	2	3	2	2	4	4	2	3	5	3	4	4	5	5	5	4	4	56
100	2	1	1	2	1	2	2	5	4	2	3	5	3	5	5	5	5	5	4	4	59
101	1	1	1	1	3	2	2	4	4	2	2	5	2	4	4	4	4	5	4	4	52
102	1	2	1	1	3	2	2	4	4	2	2	5	2	4	3	5	4	5	4	5	53
103	1	1	1	1	1	4	2	4	4	2	4	5	3	4	4	4	5	4	5	5	59
104	4	1	1	1	1	2	2	3	2	2	2	5	1	4	4	5	4	5	4	4	49
105	3	1	1	1	1	2	2	3	3	2	2	5	1	4	4	5	5	5	3	4	50

DATA RESPONDEN**ANALISIS DISIPLIN, BUDAYA ORGANISASI DAN KEPERIBADIAN TERHADAP PEGAWAI NEGERI SIPIL****DI SEKRETARIAT DAERAH KABUPATEN PATI****VARIABEL KINERJA**

No	Usia	Jenis Kelamin	Golongan	Masa kerja	Pendidikan	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL Y
1	3	1	5	2	1	2	4	3	3	3	3	3	3	3	4	31
2	3	2	3	2	2	4	2	4	3	4	3	3	3	4	3	33
3	3	1	5	2	1	2	4	3	2	3	3	2	2	3	3	27
4	1	1	5	2	1	3	4	3	4	4	4	3	3	3	3	34
5	4	2	5	2	1	2	3	3	3	3	4	3	3	3	3	30
6	4	2	5	2	1	4	2	3	3	2	3	4	4	3	3	31
7	3	1	5	2	1	4	4	3	3	3	2	3	4	3	3	32
8	2	2	6	2	3	4	4	3	4	3	2	3	3	3	3	32
9	3	1	5	1	3	2	3	2	3	4	3	3	4	3	3	30
10	4	1	2	2	1	4	2	4	3	3	3	2	2	2	4	29
11	4	2	5	2	1	4	4	3	3	4	4	4	4	4	3	37
12	2	1	5	2	1	3	4	4	3	4	4	2	4	4	4	36
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16	1	2	1	1	1	4	4	5	4	4	2	4	4	4	4	39
17	2	1	4	1	3	4	5	4	4	5	4	3	4	4	5	42
18	3	1	6	2	3	4	4	5	4	5	4	4	4	4	4	42
19	1	1	5	2	1	4	4	5	5	4	4	3	4	4	4	41
20	2	1	6	1	4	4	4	4	4	3	4	4	4	4	5	40
21	1	1	6	1	3	4	4	5	5	5	3	4	4	5	4	43

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25	4	2	6	2	2	5	5	4	4	5	4	4	4	5	3	43
26	4	1	6	2	2	5	5	4	5	3	5	5	5	4	5	46
27	4	1	5	2	3	4	4	5	4	4	4	3	3	4	4	39
28	1	1	5	2	1	4	4	5	4	5	5	5	5	5	5	47
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30	2	1	5	1	3	5	5	4	5	4	4	3	3	4	4	41
31	2	2	4	1	3	4	4	4	4	5	3	5	5	4	5	43
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37	1	1	1	2	3	4	4	4	5	4	4	5	5	4	4	43
38	2	1	6	1	3	4	4	4	4	4	4	4	4	4	4	40
39	2	1	1	1	1	5	5	5	4	5	5	4	4	5	5	47
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42	4	2	5	2	1	4	5	4	5	4	5	5	5	4	4	45
43	3	2	5	2	1	3	5	5	4	4	5	4	4	4	4	42
44	1	2	1	1	1	4	4	4	4	4	4	4	4	4	4	40
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46	3	1	4	1	3	4	4	4	5	4	4	4	4	5	4	42
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48	1	2	5	1	3	4	4	4	4	4	4	4	4	4	4	40
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51	4	1	3	3	1	4	4	4	4	4	4	4	4	4	4	40
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56	3	1	6	2	3	3	5	4	4	5	4	4	4	5	4	42
57	3	2	5	2	1	4	4	4	4	4	4	4	4	4	4	40
58	1	2	6	2	3	4	4	4	5	3	3	5	5	4	4	41
59	3	1	6	2	3	4	5	5	5	4	4	5	5	4	5	46
60	2	1	6	2	3	4	4	5	4	5	5	4	4	4	4	43
61	4	1	6	2	3	4	4	4	4	4	5	4	4	5	4	42
62	1	1	6	2	3	5	4	5	5	5	4	5	5	4	5	47
63	4	1	1	2	1	4	5	4	4	4	4	4	4	4	4	41
64	2	2	6	2	3	4	4	4	5	4	4	3	3	4	5	40
65	4	1	5	2	1	4	4	4	4	4	4	4	4	4	5	41
66	4	1	6	2	3	4	4	4	4	4	5	4	4	5	5	43
67	1	2	5	2	1	5	4	4	4	5	5	4	4	5	5	45
68	2	1	5	2	1	4	4	4	4	4	4	5	5	4	4	42
69	4	2	3	2	2	4	4	5	4	5	4	4	4	5	4	43
70	4	1	1	2	1	5	5	5	5	4	5	5	5	4	4	47
71	2	2	4	2	3	4	4	4	4	5	4	4	4	4	4	41
72	1	1	6	2	3	4	5	4	4	5	5	4	4	4	4	43
73	3	1	1	2	1	4	4	4	5	4	4	3	3	5	4	40
74	4	1	1	1	1	5	5	4	4	5	4	5	5	4	4	45
75	2	1	5	1	3	4	4	4	4	4	5	5	5	4	4	43
76	2	1	2	1	1	4	4	5	4	4	5	5	5	5	5	46
77	1	2	6	1	3	4	4	4	5	5	5	5	5	5	5	47

78	1	2	1	1	3	4	5	4	5	4	4	4	4	5	5	44
79	3	2	5	1	3	5	5	5	5	5	5	5	5	5	4	49
80	4	1	4	2	1	4	4	4	5	4	5	5	5	5	5	46
81	4	1	5	2	1	4	5	5	5	4	4	5	5	5	4	46
82	2	1	4	2	1	4	4	4	5	4	5	5	5	5	4	45
83	3	1	2	2	1	4	4	5	4	5	4	4	4	4	5	43
84	1	1	1	2	1	5	5	5	4	4	5	4	4	5	5	46
85	3	1	1	2	1	5	5	5	4	4	5	4	4	5	5	46
86	3	1	1	2	1	5	5	5	5	4	5	5	5	5	5	49
87	2	1	2	2	3	5	4	4	5	4	5	5	5	5	4	46
88	1	1	5	2	1	4	4	4	4	5	5	4	4	5	4	43
89	4	2	2	2	3	4	4	5	5	5	4	5	5	4	5	46
90	1	1	1	2	1	4	4	4	4	4	5	4	4	4	5	42
91	3	2	5	2	1	4	4	5	4	5	4	4	4	4	4	42
92	2	1	2	2	1	4	4	4	4	4	4	4	4	5	4	41
93	2	1	2	2	1	5	5	5	5	4	5	4	4	4	4	45
94	4	1	1	2	1	4	4	5	5	5	5	3	5	4	4	44
95	3	1	4	2	3	5	4	4	4	4	4	4	4	5	4	42
96	2	1	1	2	1	4	4	4	5	4	4	5	5	4	4	43
97	2	2	5	2	1	4	4	4	4	5	5	4	4	4	4	42
98	2	2	4	2	3	4	4	4	4	4	4	4	4	4	4	40
99	2	2	4	2	3	5	4	4	4	4	4	4	4	4	4	41
100	2	1	1	2	1	5	4	4	5	4	4	4	4	4	4	42
101	1	1	1	1	3	4	4	4	4	4	4	4	5	5	4	42
102	1	2	1	1	3	4	4	4	5	4	5	4	4	5	4	43
103	1	1	1	1	1	4	5	4	4	4	4	4	4	4	5	42
104	4	1	1	1	1	4	5	4	4	4	5	4	4	4	4	42
105	3	1	1	1	1	4	4	4	4	4	4	3	5	4	4	40



LAMPIRAN 4

**DISTRIBUSI FREKUENSI DAN PROSENTASE
BERDASARKAN USIA, JENIS KELAMIN, GOLONGAN,
MASA KERJA DAN PENDIDIKAN.**

```
COMPUTE Rata_X3=(X.3.1 + X3.2 + X3.3 + X3.4 + X3.5 + X3.6 + X3.7 + X3.8 + X3.9 + X3.10 + X3.11 + X3.12 + X3.13 + X3.14 + X3.15)/15.
```

```
EXECUTE.
```

```
FREQUENCIES VARIABLES=Usia JenisKelamin Golongan masakerja Pendidikan
/ORDER=ANALYSIS.
```

Frequencies

[DataSet1] D:\SKRIPSI 2013\SKRIPSI ACC\DATA JOS.sav

Statistics

		Usia	Jenis Kelamin	Golongan	masa kerja	Pendidikan
N	Valid	109	109	109	109	109
	Missing	104	104	104	104	104

Frequency Table

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30 s.d 40 Tahun	27	12.7	24.8	24.8
	41 s.d 45 Tahun	33	15.5	30.3	55.0
	46 s.d 50 Tahun	23	10.8	21.1	76.1
	> 50 Tahun	26	12.2	23.9	100.0
	Total	109	51.2	100.0	
Missing	System	104	48.8		
Total		213	100.0		

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	66	31.0	60.6	60.6
	Perempuan	43	20.2	39.4	100.0
	Total	109	51.2	100.0	
Missing	System	104	48.8		
Total		213	100.0		

Golongan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	II/b	28	13.1	25.7	25.7
	II/c	8	3.8	7.3	33.0
	II/d	6	2.8	5.5	38.5
	III/a	11	5.2	10.1	48.6
	III/b	39	18.3	35.8	84.4
	III/c	17	8.0	15.6	100.0
	Total	109	51.2	100.0	
Missing	System	104	48.8		
Total		213	100.0		

masa kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5 s.d 10 Tahun	39	18.3	35.8	35.8
	11 s.d 20 Tahun	65	30.5	59.6	95.4
	> 20 Tahun	5	2.3	4.6	100.0
	Total	109	51.2	100.0	
Missing	System	104	48.8		
Total		213	100.0		

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	57	26.8	52.3	52.3
	DIPLOMA	8	3.8	7.3	59.6
	S.1 / D.IV	40	18.8	36.7	96.3
	PASCA SARJANA	4	1.9	3.7	100.0
	Total	109	51.2	100.0	
Missing	System	104	48.8		
Total		213	100.0		



LAMPIRAN 5

DESKRIPSI STATISTIK VARIABEL

Frequencies

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8
N	Valid	105	105	105	105	105	105	105	105
	Missing	107	107	107	107	107	107	107	107
Mean		4.70	3.78	3.72	3.98	3.76	4.67	4.05	4.44
Median		5.00	4.00	4.00	4.00	4.00	5.00	4.00	5.00
Mode		5	4	4	4	4	5	4	5
Std. Deviation		.590	.796	.925	.866	.925	.583	.825	.746
Minimum		3	1	1	1	2	3	1	2
Maximum		5	5	5	5	5	5	5	5

Frequencies

[illegible]

Frequencies



LAMPIRAN 6

HASIL REGRESI

Regression

[DataSet1] D:\SKRIPSI 2013\SKRIPSI ACC\SKRIPSI HASIL REVISI\DATA COBA2.sav

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	RATA2_X1 ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: RATA2_Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.270 ^a	.073	.064	.44162

a. Predictors: (Constant), RATA2_X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.582	1	1.582	8.110	.005 ^a
	Residual	20.088	103	.195		
	Total	21.670	104			

a. Predictors: (Constant), RATA2_X1

b. Dependent Variable: RATA2_Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.274	.318		10.284	.000
	RATA2_X1	.217	.076	.270	2.848	.005

a. Dependent Variable: RATA2_Y

Regression

[DataSet1] D:\SKRIPSI 2013\SKRIPSI ACC\SKRIPSI HASIL REVISI\DATA COBA2.sav

Variables Entered/Removed ^b			
Model	Variables Entered	Variables Removed	Method
1	RATA2_X2 ^a		. Enter
a. All requested variables entered.			
b. Dependent Variable: RATA2_Y			

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.198 ^a	.039	.030	.44956
a. Predictors: (Constant), RATA2_X2				

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.853	1	.853	4.222	.042 ^a
	Residual	20.817	103	.202		
	Total	21.670	104			
a. Predictors: (Constant), RATA2_X2						
b. Dependent Variable: RATA2_Y						

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	3.680	.244		.000
	RATA2_X2	.125	.061	.198	.042
a. Dependent Variable: RATA2_Y					

Regression

[DataSet1] D:\SKRIPSI 2013\SKRIPSI ACC\SKRIPSI HASIL REVISI\DATA COBA2.sav

Variables Entered/Removed ^b			
Model	Variables Entered	Variables Removed	Method
1	RATA2_X3 ^a		. Enter
a. All requested variables entered.			
b. Dependent Variable: RATA2_Y			

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.264 ^a	.070	.061	.44236
a. Predictors: (Constant), RATA2_X3				

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.514	1	1.514	7.739	.006 ^a
	Residual	20.156	103	.196		
	Total	21.670	104			
a. Predictors: (Constant), RATA2_X3						
b. Dependent Variable: RATA2_Y						

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	3.438	.267		.000
	RATA2_X3	.215	.077	.264	.006
a. Dependent Variable: RATA2_Y					

Regression

[DataSet1] D:\SKRIPSI 2013\SKRIPSI ACC\SKRIPSI HASIL REVISI\DATA COBA2.sav

Variables Entered/Removed ^b			
Model	Variables Entered	Variables Removed	Method
1	RATA2_X3, RATA2_X1, RATA2_X2 ^a		Enter
a. All requested variables entered.			
b. Dependent Variable: RATA2_Y			

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.422 ^a	.178	.154	.41990

a. Predictors: (Constant), RATA2_X3, RATA2_X1, RATA2_X2

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.862	3	1.287	7.302	.000 ^a
	Residual	17.808	101	.176		
	Total	21.670	104			
a. Predictors: (Constant), RATA2_X3, RATA2_X1, RATA2_X2						
b. Dependent Variable: RATA2_Y						

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.080	.451		4.616	.000
	RATA2_X1	.234	.073	.291	3.203	.002
	RATA2_X2	.124	.058	.197	2.137	.035
	RATA2_X3	.186	.074	.229	2.502	.014
a. Dependent Variable: RATA2_Y						